

Honoring God through Business

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Ask Americans to describe themselves, and they will likely tell you what they do or where they work:

“I’m an attorney,” or “I’m with ATT,” or “I’m in commercial real estate.”

God made us to work. And it’s only natural to identify ourselves with how we spend most of our waking hours. While mankind’s rebellion against God’s rule makes work frustrating, work is good.

However, something is wrong. When we base our identity solely on our work and it becomes the ruling passion of our lives, we make an idol out of work, and usurp God’s rightful place at the center of life.

When we worship our work, not only does this dishonor God and scar our character, it serves to advance greed and corruption in the world of commerce, and it compromises the inherent goodness of business to create human flourishing.

As a result, a growing number of people doubt the beneficial nature of business to society. This question mark hanging over business is not new, however. According to Church Father, St. Jerome, “A merchant can seldom if ever please God.” St. Augustine wrote, “Business is in itself evil.” Today, many agree.

Sadly, many pulpits across America echo this negative sentiment rather than a scriptural perspective. Rarely is business honored as a legitimate way to serve God. At best, it is ignored or portrayed as second-class work in God’s kingdom. At worst, it is portrayed as a necessary evil to be endured. Such perspectives detach the transforming power of the gospel from daily life, making it difficult to connect the faith we confess on Sunday with commerce on Monday.

The Challenge

All of this creates a significant dilemma for Christians who have a heart for God and a mind for business. In *Business for the Glory of God*, Wayne Grudem points out, “When people ask how their lives can ‘glorify God,’ they aren’t usually told, ‘Go into business.’”¹ Yet business is where God calls many, if not most, Christians to serve Him. Though they can repeat that familiar line from the Westminster

Confession, "... the chief end of man is to glorify God, and enjoy Him forever," few have been encouraged to consider what the Bible says about doing business to God's glory.

When we fail to put God at the center of our work, the work itself will likely fill the vacuum, undermining God's authority in our lives in vital ways. This weakens our spiritual immune system, and makes us susceptible to selfishness, greed, and dishonesty. It blinds us to our spiritual resources at work and leaves us oblivious to the fact that one day God will ask us to give an account for what we did with the business He entrusted to our care.

The prospect of living a robust life of faith in the world of commerce begs for answers from thoughtful Christians.

- ▶ What is the purpose of business?
- ▶ What does a robust Monday-morning faith look like?
- ▶ What are the ethical dimensions for a Christian in business?
- ▶ What are the financial implications of putting God first in business?
- ▶ What kind of corporate culture would emerge from such a perspective?
- ▶ If God is the center of our business, how should this affect the way employees and colleagues are treated?
- ▶ What standards should be set for products and services offered?
- ▶ How should faith conversations, if at all, be conducted in the workplace?
- ▶ How can a business contribute to human flourishing in its community?
- ▶ What is the fundamental good of business?

Seeking answers to these questions is important for every Christian whom God calls into business, as well as for the pastors charged with equipping them to serve and glorify God there.

Business is God's rightful domain. He claims the supreme place of authority over every aspect of life, including business. Former Dutch Prime Minister, Abraham Kuyper, put it this way,

*There is not a square inch in the whole domain of our human existence over which Christ, who is Sovereign over all, does not cry: "Mine!"*²

Failure to grasp the importance of business to God, as one of the key means to carry out His purpose and plans for the world, undermines the influence of Christianity on the marketplace and society as a whole.

The Intrinsic Value of Business

In Genesis 1, God commissioned mankind to develop earth's resources to the fullest and foster human flourishing. In God's economy, *doing business* is about people working together to do just that: developing and exchanging products and services, creating wealth, and fostering human flourishing. It is one of His key means for carrying out His plans for His world. Thus, business, in and of itself, is intrinsically good, and is a valid and appropriate way to serve God.

Business Shapes the World

As Creator, God could have placed Adam and Eve in the midst of a highly developed world with roads, bridges, buildings, technology, and everything needed for modern life as we know it. Instead, He put us to work as stewards, developers, and co-creators with Himself.

In *Why Business Matters to God (And What Still Needs to Be Fixed)*, author Jeff Van Duzer argues that business has intrinsic value and was intended to play a major role in the flourishing of God's creation. He writes, "The twenty-first century is destined to be the century of global business. More than any other institution, business is likely to shape the face of the world."³

Every day, people working in business have the opportunity to immerse themselves in God's work as they follow His Cultural Mandate in Genesis 1:28 to "be fruitful" and "fill the earth." When a business meets legitimate human needs, it is fulfilling God's purpose. God is working through the people in that enterprise—whether they know it or not—to carry out His plans for Creation. From this perspective, even seemingly mundane tasks take on a larger purpose. For example:

- ▶ An administrative assistant is not simply a schedule manager and meeting arranger. This individual is a reflector of God's orderly character and contributing to the smooth functioning and productivity of the business.
- ▶ A loan processor is not simply a paper pusher. This person is a shelter provider and dream fulfiller, creating places where families can blossom.
- ▶ A sanitation worker is not simply a trash collector. This person is a vital contributor to the community's physical welfare and ability to flourish.

Business is fundamentally valuable. It is the way God intended us to work together to shape His world into all He created it to be.

Business Shapes Lives

By sheer force of time and focus, the workplace has an overwhelming impact on the human heart. Marketplace values can whittle away at the thin influence a few hours of worship has on our inner being. Good intentions can quickly evaporate under the heat of competition if we are unequipped and unaware of God's interest and personal presence in our business.

Like any God-given gift, business can be corrupted and used to harm rather than help. When the most powerful, culture changing force in the world—the gospel of Jesus Christ—is left behind at church, workplace values will shape our character. James Davison Hunter writes,

The problem for Christians ... is not that their faith is weak, or inadequate. ... But while they have faith, they have also been formed by the larger post-Christian culture, a culture whose habits of life less and less resemble anything like the vision of human flourishing provided by the life of Christ and the witness of scripture.⁴

The Apostle Paul understood the power of business to shape individuals and society. Several times in his letters he reiterates God's claim over the workplace. In his letter to Christians in Colossae, he instructed both employees and business owners, the slaves and masters in his culture. His revolutionary

view of work undermined the class-based arrogance that propped up the institution of first-century slavery, as well as the resentment workers often harbored toward authority.

Slaves, obey your earthly masters in everything; and do it, not only when their eye is on you and to win their favor, but with sincerity of heart and reverence for the Lord. Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving. Anyone who does wrong will be repaid for his wrong, and there is no favoritism.

Masters, provide your slaves with what is right and fair, because you know that you also have a Master in heaven. (Colossians 3:22-4:1)

Though our circumstances are different from those of the first century, the context—the workplace—is the same and the truths are as relevant for us as they were for the early church. The power of the gospel has the ability to transform every aspect of business.

When we fail to acknowledge God’s rightful authority over our work and business, not only will we fail to do business in a God-honoring way, we will thwart the Church’s mandate to spread the gospel. We also will undermine the positive influence of Christianity in the business world and society as a whole. Hunter describes the challenge of the Great Commission well.

The church is to go into all realms of social life: in volunteer and paid labor—skilled and unskilled labor, the crafts, engineering, commerce, art, law, architecture, teaching, health care, and service. Indeed, the church should be sending people out in these realms—not only discipling those in these fields by providing the theological resources to form them well, but in fact mentoring and providing financial support for young adults who are gifted and called into these vocations. When the church does not send people out to these realms and when it does not provide the theologies that make sense of work and engagement in these realms, the church fails to fulfill the charge to “go into all the world.”⁵

When our work is empowered by the gospel and we do our work *with reverence for the Lord* and *with all your heart*, it must be recognized it for what it is: *worship*. From the beginning, God expected us to affirm His worth in our work. When we acknowledge God's rightful place over our business and seek to bring Him glory, this is an act of worship as much as singing a hymn or offering a prayer of praise.

The Instrumental Value of Business

As business leaders awaken to God's love of business and acknowledge His rightful place of authority, they want to make changes. Common reactions include statements like, "I'm going to stop using the F-bomb," or "Padding my expense account is over," or "No more taking clients to racy floorshows." Not that these are bad changes, but God has something more fundamental in mind.

Wherever our starting point for acknowledging God's sovereignty over business, the Bible outlines at least six ways He intends for business to contribute to His world, and how we can bring Him glory through business. This section will examine these six instrumental values of God-honoring business. Barrington Gifts Ltd., a luxury leather goods company where the owners seek to honor God in their business, serves as a case study for application.

1. The Cultural Opportunity to Glorify God

Business provides the opportunity to produce goods and provide services that promote human flourishing.

Theological Perspective. When God placed Adam and Eve in the garden, he did not intend for them to simply live off the land. He told them to make something of it. Life is about giving, not taking. Often called the Cultural Mandate, Genesis 1:28, outlined mankind's mission in God's creation.

God blessed them and said to them, "Be fruitful and increase in number; fill the earth and subdue it. Rule over the fish of the sea and the birds of the air and over every living creature that moves on the ground." (Genesis 1:28)

The world was perfect, but it wasn't finished. God appointed man and woman to work together to bring Creation to the fullest expression of what it could be. Although our revolt against God put us at enmity with the natural world and each other, the Cultural Mandate is still in force. When we work together to make new things, preserve old things, and fix what is broken, we enrich God's world and create culture. This is what business is to be about. Business leaders, the people they employ, and the products and services they provide are all essential to human flourishing.

When our business meets legitimate human needs, we are working for God and God is working through us to enhance and preserve His creation. Our products and services, whatever our business, can be a gift of worship, worthy to offer to God.

Key Scripture for Further Study: Genesis 3:17-19; Genesis 11:2-6; Leviticus 25:23; Psalms 24:1; Psalms 50:10-12; Haggai 2:8; Malachi 1:8; 1 Corinthians 4:7; Colossians 3:23; James 4:13-15; Revelation 21:5; Revelation 22:3-4

Practical Perspective. For twenty-two years, Barrington Gifts has manufactured and sold luxury leather goods. The founding leaders say they wrestled with a strategic question: *How does one make leather goods to the glory of God?* To help make the abstract more concrete, they reframed the question and asked, *How can making, marketing, and selling leather goods contribute to the good of people, society, and culture?*

The founders wondered if to some people it would sound presumptuous that they think a leather wallet or tote can contribute to the good of mankind. But Barrington Gifts is more than a manufacturing and marketing company. They believe that gifts are at the center of the most important relationships of our lives, and they are dedicated to the art of giving.

Barrington's decision to focus on luxury products was based on their commitment to excellence and their desire to provide good, livable-wage jobs that bless people, give them dignity, and allow them the ability to rise from poverty. Because Barrington's leaders are committed to providing jobs that bless

instead of exploit them, they have a higher COGS (cost of goods sold). In their product category, labor is a large component of cost. To be competitive in the real-world marketplace and for their mission to bless those who cut and sew to be more than mere rhetoric, Barrington's leaders established some guiding principles.

- ▶ Operate as efficiently as possible to control cost.
- ▶ Make blessing a higher priority than net income (Net income is important, however, lest they have no lasting jobs.)
- ▶ Position Barrington in the market away from the commodity product category towards the luxury product category. Higher priced goods allow for more margin that is needed to bless their employees.

This lens of viewing the manufacturing of leather goods makes Monday morning meaningful and challenging for the leaders of Barrington in a wonderful way.

2. The Economic Opportunity to Glorify God

Business provides the opportunity to create wealth to be enjoyed and used to enrich life for many.

Theological Perspective: The creation of wealth through business plays a vital role in fulfilling God's plan for His creation, allowing life on earth to flourish in manifold ways. God's first command to humankind encompassed developing Creation's resources into useful products and services—which assumes an economic system that allows for goods and services to be exchanged for something of value to the maker. The Old and New Testaments provide numerous examples of people doing business and creating wealth.

Business gives us the opportunity to earn a profit, create wealth for ourselves and others, and enrich the lives of those who use our products or services. Also, wealth created through business allows us to provide economically for other human institutions, such as hospitals, universities, and churches.

But wealth is also “an indomitable adversary.”⁶ Not only can wealth undermine our dependence on God, throughout history people have used wealth to dominate and destroy relationships necessary for human flourishing. Jesus warned of how wealth can take over God’s rightful place in our lives.

No one can serve two masters. Either he will hate the one and love the other, or he will be devoted to the one and despise the other. You cannot serve both God and Money. (Matthew 6:24)

Wealth is a gift of God, but if it is to serve its proper function, it must be dethroned from the place that only God deserves. R.G. LeTourneau, twentieth-century inventor and entrepreneur, put it like this: “I don’t ask how much of my money does God want me to give, but how much of His money does He want me to keep.”

Key Scripture for Further Study: Deuteronomy 8:18; Isaiah 48:17; Luke 19:13; Proverbs 31:16-29; Proverbs 10:22; Proverbs 1:19; Proverbs 15:27; Matthew 6:31-33; Mark 10:21-25; Luke 12:16-21; 2 Corinthians 8:1-9:14; Ephesians 4:28; Philippians 3:7; 1 Timothy 6:17; 1 Timothy 6:9-11

Practical Perspective. A business mentor encouraged Barrington’s leaders to create a line item on their income statement called Compassionate Overhead as a best practice. God commanded His people to be less than efficient in reaping every bit of grain in their fields so the poor could work and find food. Similarly, Barrington has chosen to make room for the disabled in their work force.

And when you reap the harvest of your land, you shall not reap your field right up to its edge, nor shall you gather the gleanings after your harvest. You shall leave them for the poor and for the sojourner: I am the LORD your God. (Leviticus 23:22)

Barrington’s leaders strive to be as efficient as possible so that they can be deliberately inefficient. While this may sound contradictory, their focus on efficiency allows them to employ a certain percentage of disabled workers. This “inefficiency” is made possible by being highly efficient. These employees are a blessing to Barrington in many ways. They are real contributors, but their contributions

are limited due to their disabilities. Nonetheless, they derive dignity and take pride in being self-supporting. Barrington makes it possible for individuals with limitations to follow Paul's encouragement.

Make it your ambition to lead a quiet life, to mind your own business and to work with your hands, just as we told you, so that your daily life may win the respect of outsiders and so that you will not be dependent on anybody. (1 Thessalonians 4:11-12)

3. The Ethical Opportunity to Glorify God

Business provides the opportunity to reflect God's character by operating in an ethically upright manner.

Theological Perspective: God is sovereign over business, and He expects us to conduct business according to His standards—no matter how the rest of the business world operates. Unethical behavior is as old as the Garden of Eden. It damages our relationship with God and every human relationship as well.

Unethical behavior is also risky business. Josephson Institute reports research showing that unethical behavior harms sales and stock prices; it heightens the risk of scandal and employee fraud; it worsens productivity and communication, and much more.⁷ Simply put, ethical behavior is good for business.

But more than that, ethical choices in business reflect God's character to employees, customers, colleagues, and the community. In a day when only one-third of Americans say they trust others⁸, opportunity abounds for Christians to bring glory to God by doing business in an ethically distinctive way—avoiding what's wrong, doing what's right, and doing it well.

The LORD abhors dishonest scales, but accurate weights are his delight. When pride comes, then comes disgrace, but with humility comes wisdom. The integrity of the upright guides them, but the unfaithful are destroyed by their duplicity. (Proverbs 11:1-3)

Key Scripture for Further Study: Leviticus 25:14; Psalm 112:1-5; Proverbs 1:19; Proverbs 10:2; Proverbs 13:10-11; Proverbs 11:1-3; Proverbs 15:27; Proverbs 23:6-7; Proverbs 29:18; Matthew 22:37-40; Exodus 20:1-3; Colossians 3:17; 1 Thessalonians 4:9-12; 1 Timothy 6:6-11; James 4:1-2; 1 John 4:7-8

Practical Perspective: A leader of Barrington shared this story.

“I had made a fear-based decision—the kind of decision the world would call ‘being pragmatic.’ The issue was an honest clerical error made on documents regarding the value of imported raw materials.

“When made aware of the problem, I asked how much we had shorted Customs on Duty owed. As it turned out, it was a reasonably small amount, less than a thousand dollars. I instructed my factory director to overpay on the next shipment, and we would be square with Customs. This seemed reasonably ethical and much less of a hassle.

“When all my rationalizations faded, I began to see that God’s Sovereignty was taking a back seat to my fear. I realized that I felt the need to be in control in order to solve this problem. After all, it was an honest mistake and no one was hurt. Yet I sensed the Holy Spirit’s check in my heart. To change your mind is to repent, and that’s what I knew I should do.

“Kirk,” I said, “I changed my mind. I want you to go to Customs and tell them exactly what happened—come what may.”

4. The Relational Opportunity to Glorify God

Business provides the opportunity to create a workplace environment where people flourish and use their unique abilities.

Theological Perspective: Created in the image of God, we were made for meaningful work. Without work that offers some sense of purposeful accomplishment, human beings cannot flourish. That’s one reason why business is so critical. It not only provides employment for 70 percent of the American

workforce, but, as the sole realm of work that builds wealth, it provides the economic resources that make jobs possible for the 30 percent in other sectors.

Business allows us to provide people with meaningful work and create an environment where every individual is valued and can use his or her unique abilities. It also allows us to demonstrate care and concern towards those who work for us. In doing so, we promote human flourishing, reflect God's character, and bring glory to Him.

Masters, provide your slaves with what is right and fair, because you know that you also have a Master in heaven. (Colossians 4:1)

For many business leaders, providing meaningful jobs and creating economic capacity for the people in their company gets them up in the morning. This glorifies God.

Key Scripture for Further Study: Leviticus 19:13; Deuteronomy 24:15; Proverbs 10:1;9 Proverbs 10:18; Proverbs 15:4; Proverbs 10:32; Proverbs 15:1; Proverbs 22:29; Ecclesiastes 12:10; Matthew 25:14; Luke 19:13; Ephesians 4:29; James 1:19-20; Ephesians 2:10; Philippians 2:13; Colossians 4:6; Colossians 3:8-9; 1 Timothy 5:18; James 5:1-5

Practical Perspective: In many parts of the world, people work seven days a week. Some by choice, some by necessity. Those who work long hours, seven days a week, often live in fear that if they become sick or pregnant they might lose their job.

Early in Barrington's history, a fairly new employee became pregnant and was advised that she needed bed rest. Having recently come from another company, she was afraid to let management know her condition. She confided in a co-worker who assured her that the factory director would be understanding. When the director became aware that the young woman was pregnant, he told her that she would be paid for the duration of her pregnancy, and she could stay home and rest. After giving birth to a healthy baby, she returned to work.

From the onset, Barrington organized its compensation around paying overtime for any work that exceeds an eight-hour day, plus double time for work on Saturday. Except during peak times, Saturday work is infrequent and is confined to 8:00 a.m. until noon. The company is closed on Sunday.

Workers prefer a week that includes some overtime. The escalating payment plan with Sundays off allows them both time with family and the ability to earn at or above the levels of others who work seven days a week.

5. The Evangelistic Opportunity to Glorify God

Business provides the opportunity to act and speak in a way that makes faith attractive, which can be used by God to draw people to Himself.

Theological Perspective: Just before departing earth, Jesus outlined His strategic plan for spreading the gospel message to the entire planet. First-century disciples embraced this mission and the church experienced immediate growth. Followers of Jesus grew from a few hundred on the day of Pentecost to over six million by the end of the third century—considerable growth by anyone’s calculus.

Rapid spread of the gospel was less about the work of religious professionals and more about the work of thousands of ordinary Christians. Paul recognized the power of the workplace to spread the Gospel when he wrote,

Be wise in the way you act toward outsiders; make the most of every opportunity. Let your conversation be always full of grace, seasoned with salt, so that you may know how to answer everyone. (Colossians 4:5-6)

In the early church, the Great Commission and the Cultural Mandate merged as men and women gossiped the gospel to friends, relatives, customers, coworkers, masters, slaves, fellow soldiers, and others in their commercial networks. Two thousand years later, the workplace is still the most strategic

mission field in the world. Throughout the course of business, when our actions and words reflect God's character, He can often use us to draw people to Himself.

Key Scripture for Further Study: Proverbs 22:29; Ecclesiastes 9:10; Ecclesiastes 3:7; Matthew 28:18-20; John 4:37-38; 1 Corinthians 3:6; Ephesians 4:29; Ephesians 6:9; Philippians 2:4; Philippians 2:14-15; Colossians 4:2-6; 1 Peter 2:9; 1 Peter 3:15

Practical Perspective: As Barrington's management sought ways to share the gospel at work and in the marketplace, fruit appeared in a beautiful, unplanned way. They hired a young lady named Ce-Ce who was a deaf mute. Some of the workers decided that they wanted to learn sign language so they would be able to communicate with her. A female employee asked specifically to learn how to sign the Gospel. So Barrington's factory director started a signing class, and part of the curriculum the class practiced was signing the gospel. As a result of practicing the gospel message over and over, several of the women enrolled in the class came to faith in Christ. And, eventually, CeCe came to faith.

6. The Social Opportunity to Glorify God

Business provides the opportunity to use resources and influence to address social needs and opportunities in our communities and world.

Theological Perspective: Each of us is a citizen of earth, and citizenship brings privileges and responsibilities. As earthly citizens and followers of Christ, we have a responsibility toward the men, women, and children in our communities, and especially toward the poor. Business provides many opportunities and the resources needed to address social needs and bless those in our communities.

Corporate social responsibility is not a new idea. Over 2500 years ago, God forbade His people from cloistering themselves, thinking only of their own personal peace and prosperity.

Also, seek the peace and prosperity of the city to which I have carried you into exile. Pray to the LORD for it, because if it prospers, you too will prosper." (Jeremiah 29:7)

We are required to be givers, not takers, in our community. We are to seek the community's peace and prosperity, and to pray for it—because it benefits everyone. The translation of Jeremiah 29:7 above uses two words, peace and prosperity, to translate one Hebrew word *shalom*. *Shalom* implies wholeness, fulfillment, wellbeing, harmony, safety, health, and prosperity in every dimension of life. Seeking *shalom* for their community was what God had in mind for the entire Jewish population of Babylon—and it applies to us today.

When God gives us prosperity to enjoy, it is not ours to spend exclusively on ourselves. Paul writes,

Command them to do good, to be rich in good deeds, and to be generous and willing to share. (1 Timothy 6:18)

We have a responsibility to help others flourish. When we accept this responsibility, people notice and rejoice—and praise God.

Proverbs 11:10-11 describes what can happen when righteous people take this responsibility seriously. The city celebrates the prosperity of the righteous. Jealousy between the haves and have-nots disappears.

The key to understanding this anomaly is found in the definition of the righteous in Proverbs: The righteous are those who disadvantage themselves for the advantage of the city; on the other hand, the wicked disadvantage the city for their own advantage. The righteous are in business to serve, to extend *shalom* to others. The wicked are in business to serve themselves, to take what they can with little or no regard for others.

Throughout history, when Christians have engaged their communities and taken their social responsibility seriously, whole societies have changed.

Key Scripture for Further Study: Deuteronomy 15:7-8; Leviticus 23:22; Proverbs 11:10-11; Proverbs 19:17; Jeremiah 29:4-6; Jeremiah 29:7; Zechariah 4:6; Acts 20:35; Matthew 5:16; 2 Corinthians 8:1-2; 2 Corinthians 8:9; Ephesians 2:1-4; 1 Thessalonians 4:11-12; 1 Timothy 6:18; James 1:19-20

Practical Perspective: For Barrington, the following story provided clarity of mission regarding what a little factory could do in a giant country full of needs.

A man was walking along the beach and saw a boy in the distance picking something up and throwing it into the ocean. Moving closer, he noticed thousands of starfish left stranded in from the low tide, all dying in the sun. Methodically, the boy grabbed another and threw it into the waves.

“Son,” the man said, approaching. “Don’t you realize that there are miles and miles of beach, and thousands of starfish that have been abandoned? You can’t possibly make a difference. There are too many!”

Smiling, the boy bent down, picked up another starfish and threw it into the surf.

“It made a difference to *that one*,” the boy said.

Barrington’s leaders created a full-time position designated for community outreach. The focus is on special-needs children who are orphans. The company has partnered with an organization that specializes in working with children with cerebral palsy, providing physical therapy and education, with the goal is to find an adoptive home or foster home for each child.

“Work is full of purpose. The ability to give to the community is only one facet of that purpose, but a sweet one,” according to Barrington.

Conclusion

When God delivered His people from Egyptian bondage, he charged them,

I am the LORD your God, who brought you out of Egypt, out of the land of slavery. You shall have no other gods before me. (Exodus 20:2-3)

As men and women delivered by Christ's death and resurrection from sin and the enslaving need to define ourselves by our work, we owe God no less allegiance. But more than an obligation, it is our privilege to bring Him glory through our business.

¹ Wayne Grudem, *Business for the Glory of God*, (Wheaton, IL: Crossway Books, 2003), 11.

² Quote from the inaugural address given at the dedication of the Free University in Amsterdam. Found in Abraham Kuyper: A Centennial Reader, ed. James D. Bratt (Grand Rapids, MI, Eerdmans, 1998), 488.

³ Jeff Van Duzer, *Why Business Matters to God: And What Still Needs to Be Fixed*, (Downers Grove, IL: InterVarsity Press, 2010), 20.

⁴ James Davison Hunter, *To Change the World: The Irony, Tragedy, and Possibility of Christianity in the Late Modern World*, (New York: Oxford University Press, 2010), 227.

⁵ Ibid, 257.

⁶ Jacques Ellul, translated by LaVonne Neff, *Money and Power* (Eugene, OR :Wipf & Stock, 2009), 15.

⁷ <http://josephsoninstitute.org/business/blog/2010/10/unethical-behavior-worsens-productivity/>

⁸ <http://ap-gfcpoll.com/featured/our-latest-poll-findings-24>